



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB4977

Introduced 2/18/2020, by Rep. Jaime M. Andrade, Jr.

SYNOPSIS AS INTRODUCED:

820 ILCS 42/20 new

Amends the Artificial Intelligence Video Interview Act. Provides that employers that rely solely upon artificial intelligence to determine whether an applicant will qualify for an in-person interview must gather and report certain demographic information to the Department of Commerce and Economic Opportunity. Requires the Department to analyze the data and report to the Governor and General Assembly whether the data discloses a racial bias in the use of artificial intelligence.

LRB101 17524 JLS 66938 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Artificial Intelligence Video Interview Act
5 is amended by adding Section 20 as follows:

6 (820 ILCS 42/20 new)

7 Sec. 20. Report of demographic data.

8 (a) An employer that relies solely upon an artificial
9 intelligence analysis of a video interview to determine whether
10 an applicant will be selected for an in-person interview must
11 collect and report the following demographic data:

12 (1) the race and ethnicity of applicants who are and
13 are not afforded the opportunity for an in-person interview
14 after the use of artificial intelligence analysis; and

15 (2) the race and ethnicity of applicants who are hired.

16 (b) The demographic data collected under subsection (a)
17 must be reported to the Department of Commerce and Economic
18 Opportunity annually by December 31. The report shall include
19 the data collected in the 12-month period ending on November 30
20 preceding the filing of the report.

21 (c) The Department must analyze the data reported and
22 report to the Governor and General Assembly by July 1 of each
23 year whether the data discloses a racial bias in the use of

1 artificial intelligence.